

FORGE THE THUNDERBOLT!

Observer/Controller

Definition:

- Critical to improving and sustaining the Army's professional warfighting capability.
- Armor NCOs selected to serve as O/C plan, develop, and control rotational unit training at the CTCs.

Purpose:

- They are responsible for creating and maintaining a training environment as realistic as possible, and for ensuring doctrinally correct battlefield replication.
- To function as:
 - » Observer/Controllers at the National Training Center
 - » Observer/Controllers at the Joint Readiness Training Center
 - » Observer/Controllers at the Combat Maneuver Training Center

Figure A-1

1. Observer/Controllers (Priority I). PERSCOM Armor Branch selects Armor NCOs for Observer/Controller duty from the pool of exceptionally branch qualified Sergeants First Class based on their NCOERs. These Observer/Controllers are critical to improving and sustaining the Army's professional warfighting capability. NCOs selected to serve as O/Cs plan, develop, and oversee rotational unit training exercises at the CTCs. This challenging mission requires that O/Cs accompany rotational units throughout all phases of force-on-force and live fire training to: observe and assess individual and collective performance, teach and coach their unit counterparts, and provide performance feedback through the After Action Review (AAR) process. They are responsible for creating and maintaining a training environment as realistic as possible and for ensuring doctrinally correct battlefield replication.



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NCOES/USAARMC Instructors

Definition:

- A demanding assignment with numerous positions requiring highly qualified Armor NCOs to develop the future Armor Force.
- Armor NCOs serve in instructor positions at the USAARMC and other Training Centers and installations.

Purpose:

- NCOs serving in instructor positions teach, coach, and mentor the student Officers, NCOs, and soldiers.
- To function as:
 - » ANCOC/BNCOC/PLDC Instructors
 - » AOB Small Group Instructors
 - » Master Gunner Branch Instructors
 - » Scout Leaders Course Instructors
 - » Initial Entry Level Training Instructors
 - » Training Developers
 - » Research and Development

Figure A-2

2. NCOES/USAARMC Instructors. The Army requires Armor NCOs to serve as instructors at NCO Academies, the United States Army Armor Center (USAARMC), and numerous other positions at Fort Knox and other Army Training Centers and installations. Instructor duty is an important assignment that demands exceptional skill, technical knowledge, and requires dedicated and motivated NCOs. Many NCO Academies and schools select their instructors from the installation's qualified NCOs. The Armor Center selects its Armor Officer Basic Course Instructors from branch qualified platoon sergeants. Many AOBC instructors are Project Warrior NCOs and are among the best of our Sergeants First Class. Instructors serve as counselors and mentors to the student officers, NCOs, and soldiers they are developing. A successful instructor has proven himself a skillful leader, trainer, and communicator.



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Training/Doctrine Writers

Definition:

- Defines the Army's professional warfighting capabilities through the development and validation of doctrine and training standards.
- Armor NCOs selected to serve as Senior Training/Doctrine Developer/Writers are responsible for the development, design, revision, and validation of Armor and Cavalry doctrine and training.

Purpose:

- These NCOs are the subject matter experts in Armor and Cavalry doctrine, gunnery, training, and analysis, providing the guidance for the current force and shaping the force of the future.
- They provide technical guidance to the Armor and Cavalry force, as well as provide doctrinal oversight for the design, development, tactics, techniques, procedures, and fielding issues in support of force modernization, digitization, and organizational restructuring.

Figure A-3

3. Senior Training/Doctrine Developer/Writer. PERSCOM Armor Branch selects exceptional, branch qualified, senior Sergeants First Class based on their records and NCOERs. The Armor Center and the Director, Directorate of Training, Doctrine and Combat Development, must then accept this candidate before his assignment as a senior Training/Doctrine Developer/Writer. This position requires NCOs that have extensive knowledge of operations, training, and gunnery. Their responsibilities include overseeing the development, design, revision, and validation of Armor and Cavalry training and doctrine. These subject matter experts provide technical and tactical guidance throughout the force. As the authority on Armor and Cavalry doctrine and training, they play a critical role in force modernization, digitization, and organizational restructuring. Senior Training/Doctrine Developer/Writers work closely with other branches of service and allied countries to ensure standardization of doctrine.



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EO/IG Duty

Definition:

- Serve on the Commander's special staff and provide commanders a sounding board for sensitive issues.
- Armor NCOs serving in the EO/IG program will develop superior leadership, communication, and administration skills.

Purpose:

- Teach soldiers, civilians, and commanders about Army standards, policies, procedures, responsibilities, processes, and systems.
- To function as:
 - » Brigade level or higher Equal Opportunity Advisors
 - » Assistant Inspectors General

Figure A-4

4. A single tour for most Equal Opportunity Advisors and Inspector General Advisors is two years (or the normal geographical tour length), with full-time duties on brigade or higher-level staffs. EO/IG duty is a demanding and sensitive assignment that requires exceptional skill and technical knowledge. The successful performance of EO or IG duty reflects superior leadership, communications, and administrative skills.



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USMA/ROTC Duty

Definition:

- Soldiers selected for assignment to ROTC duty serve a three-year tour at USMA or a college/university.
- These NCOs have good soldiering skills, mentoring abilities and leadership qualities
- These NCOs must be well grounded in small unit tactics
- Purpose: These noncommissioned officers are responsible for shaping the future leadership of the US Army.

Figure A-5

5. USMA/ROTC Duty (Priority I). PERSCOM Armor Branch selects branch qualified Platoon Sergeants for USMA/ROTC Duty. This is a three-year assignment at the United States Military Academy or a college/university. These noncommissioned officers are responsible for shaping the future leadership of the Army. Instructors serve as counselors and mentors to the cadets they are developing. The USMA/ROTC instructor is the primary trainer for performance-oriented training and in many cases is the Military Science classroom instructor or assistant instructor. A successful instructor has proven himself a skillful leader, trainer, and communicator.



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AC/RC

Definition:

- A congressionally mandated program designed to provide full time Active Component Support to selected National Guard units
- Armor NCOs selected for the AC/RC program will perform a variety of duties and serve in a variety of organizations

Purpose:

- NCOs serving in the AC/RC program focus on individual, crew, squad, and platoon training; MOS specific skills;
 NCO leader development; and soldier mentoring
- To function as:
 - » Observer/Controller
 - » Enlisted Advisor/Assistor
 - » OPFOR NCO
 - » Master Gunner
 - » Plans/Operations NCO

Figure A-6

6. Active Component Support to the Reserve Component (AC/RC) (Priority I). Congress has mandated assigning 5000 officers and noncommissioned officers to positions that will enhance the combat readiness of selected National Guard units. PERSCOM selects branch qualified NCOs for a variety of key leadership and operations positions working with selected National Guard Armor and Cavalry units. The Sergeant First Class in an AC/RC Training Support Brigade may serve as an Operations NCO performing the traditional duties of planning support to Enhanced Brigade lane training for both active duty training on weekends or annual training. He may serve as a battalion or squadron NCOIC/senior enlisted person for the unit. As such, he has primary responsibility for qualification gunnery planning and execution. The highly motivated soldiers in the Training Support Battalion focus on planning, organizing, and evaluating platoon/company lane training. They will also serve as the tank/scout crew evaluators for qualification gunnery conducted by the respective enhanced National Guard battalion or squadron.



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Master Gunner Regiment or Division

- **Definition:** A program designed to select the very best Master Gunners to serve as the Commander's Tank and Bradley Technical Advisors
- Purpose: To provide commanders a Tank / Bradley Technical Advisor for training, gunnery, and maintenance

Figure A-7

7. Master Gunners. Armor and Cavalry operational units select from among their best NCOs for training as Master Gunners. PERSCOM assigns those Master Gunners, who have excelled at unit level based on their NCOERs, to brigade, regimental and higher-level staffs. Armor branch maintains these NCOs in the Master Gunner Program to enhance unit readiness. Master Gunners at all levels are essential to a successful gunnery program. They are the unit's gunnery experts. Paragraph 13c describes the Master Gunner program in more detail.



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Other Professionally Developing Assignments

Hand picked through special nominative selection

- MOS 19D/19K Career Advisor and Manager
- Technical Assistance to Field Troops (TAFT)
 Instructor
- TRADOC G-3 Operations Sergeant
- AMC Night Vision Lab NCO
- Fort Eustis Training Support Division NCO
- Exchange Instructor to British Weapons Academy
- STRAC Ammunition and Range Specialist
- DTRA Weapons Treaty Inspection Team NCO

Figure A-8

8. These positions all have unique requirements that require special skills and exceptional aptitude. NCOs filling these billets are hand selected from the entire Armor Force by PERSCOM and/or the unit. The list above is not rank-ordered. The best available Armor NCOs fill each position.

NOTE: PERSCOM Armor Branch does not select any Sergeant First Class for Drill Sergeant or Recruiter duty. However, DA has promoted several Armor NCOs to Sergeant First Class while serving as a Drill Sergeant or Recruiter. These Armor NCOs, once they have met their special selection criteria or have completed their tour, should immediately return to a key leadership position.